

# Outlook

The University of Maryland Faculty and Staff Weekly Newspaper  
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## Take Part in the Dream Deferred with Martin Luther King III

Just three days from the 30th anniversary of his father's assassination, Martin Luther King III will spend the entire day at the University of Maryland, calling students, faculty and staff to take part in "The Dream Deferred."

On Wednesday, April 1, King examines the goals of Dr. Martin Luther King Jr. in light of today's society. His talk, "The Dream Deferred: A Call for Leadership and Activism," takes place from 3 to 4 p.m. in the Colony Ballroom of Stamp Student Union, with a reception following in the Nyumburu Cultural Center.



Martin Luther King III

King has taken up his father's torch and continues the quest for equality and justice for all people. He has been motivating audiences around the world with this insightful message of hope and responsibility.

In addition to the lecture, King explores "The Dream Deferred" with a new generation of activists — those from Gen X — during two small-group discussion sessions: one with students and leaders from The James MacGregor Burns Academy of Leadership and another with a cross-section of students from Resident Life.

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## \$15 Million Gift to Enhance Business School School to Bear Crystal City Developer Robert Smith's Name

The ideal of collaborative support for Maryland higher education built upon commitments by business, government and universities alike, was realized yesterday when the University of Maryland announced a \$15 million gift from local business leader Robert H. Smith. The gift, one of the two largest in the university's history, is intended to move the Maryland Business School to a position of national eminence.

Gov. Parris Glendening, attending a breakfast with corporate leaders meeting in Annapolis where Smith's gift was announced, said he would include \$6 million in next year's capital budget to fund construction of a new wing of Van Munching Hall, home of the business school.

"As state leaders we cannot expect the university to achieve greatness unless we create a solid public private partnership," says Glendening. "Bob's donation underscores how vital it is that the state and the business community work together to meet our mutual needs."

The university, as well, has committed to provide significant additional revenues over the next five years toward further enhancements that will propel the newly named Robert H. Smith School of Business into the ranks of the top 15 business schools in the nation.

"Mr. Smith's magnificent gift has already begun to have a transforming effect on the



Robert H. Smith

School of Business," says President William E. Kirwan. "It has provided the catalytic force to spur a public-private partnership that will ensure the development of a world-class institution focused on meeting the needs of both stu-

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## President Outlines Non-Exempt Merit Process

The campus is in the second year of implementing the non-exempt pay plan that was adopted by the Board of Regents. The plan calls for non-exempt employees who receive an overall rating of "meets expectations" or better to receive a one-step pay increase annually, based upon annual funds.

The campus has worked hard to exceed these guidelines and reinforce exceptional employee performance. Consistent with that goal, President William E. Kirwan has outlined guidelines for the process to be used to award "exceptional service" merit step increases (second-step) for non-exempt employees for implementing July 1.

Kirwan has committed the campus to increasing the number of second-step awards for Fiscal Year 99 from 5 percent to 10 percent. This increase is comparable to the percentage of faculty who currently benefit from special retention funds.

Last September, Vice President Charles Sturtz began the process of developing a set of guidelines for making extra merit decisions. These guidelines were modified by the President's Cabinet based on input and consultation with the campus Personnel

Advisory Council, the College Park Senate Committee on Staff Affairs, and the Coordinating Group on the Quality of Work Life.

The president distributed the following guidelines on the second-step process to deans, directors and department chairs in a recent memorandum dated last Dec. 8.

### FY 1997 Guidelines for Extra Merit for Non-exempt Employees

In order to be eligible for the exceptional service award, a nominee must have received a PRD rating of at least "meets expectations" in every rating factor to be eligible for consideration. This is the basic qualifier criterion.

The PRD process was designed as a tool for supervisors and employees to communicate job expectations and performance issues. It was not intended as a tool for the allocation of compensation. Therefore, it will not be used as the exclusive criterion for the allocation of the second merit step.

An employee should not be eligible for extra merit consideration unless all PRD factors are rated "meets expectations" at a minimum. This criterion

becomes the threshold factor for further consideration.

The weighing of the following three criteria reflects the belief the overall effect of an employee's contributions to the university is the most equitable way to identify recipients of an extra merit step increase.

1. A nominee must, on a continuing basis, achieve sustained exceptional performance in his/her assigned work throughout the review period. (Weight: 75 percent)

The most significant criterion should be demonstration of specific behavior, contributions and accomplishments, with regard to the employee's assigned duties, which are described in the employee PRD.

Criterion 2 and criterion 3 may be used individually or in combination. Effective supervisors and employees should incorporate elements of these criteria into PRD expectation-setting, so they also may be reflected in evaluations. (Total weight: 25 percent)

2. A nominee must have a consistent pattern of effective working relationships with colleagues, and a commit-

ment to customer service.

The university places significant emphasis upon the delivery of quality services at all levels and in all areas of enterprise. Employees are colleagues committed to this goal and they must function as a team to achieve this goal. The ideals of service without turnaway, continuous quality improvement, and sustaining a quality of work life environment, all rest on the foundation of employees working together in an effective manner.

3. A nominee must have made a significant contribution to the campus.

Achievement of the goals of the campus and Strategic Plan requires all employees to add value to the campus by extending their commitment and contributions above and beyond their stated job expectations, either within or outside the unit to which they are assigned.

The distribution of steps will be done proportionately to each division and college, with each vice president responsible for administering the process consistent with the president's guidelines.



## Take Part in the Dream Deferred April 1

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Ron Walters, one of Maryland's leading African-American leadership scholars, will engage King in a dialogue about his past leadership experiences, challenges facing emerging leaders, and his vision for the Southern Christian Leadership Conference (SCLC). The discussion is being taped for inclusion in the Academy's Leadership Library. Late in the day, King is being initiated into the University of Maryland chapter of Omicron Delta Kappa Leadership Honor Society.

President of the civil rights organization founded by his father (SCLC), King is a human rights advocate, community activist, and a political leader.

In 1986, he was elected to political office as an at-large representative of more than 700,000 residents of Fulton County, Ga.

Since leaving office, King initiated "Americans United for Affirmative Action," a national coalition of organizations working to prevent the dismantling of affirmative action initiatives across the nation.

His commitment to worldwide humanitarian concerns was exemplified in the late 1970s when he represented President Jimmy Carter in two official delegations sent to promote peace in foreign countries. In 1984, King served as a member of the Board of Directors of the Martin Luther King Jr. Center for Nonviolent Social Change and ventured to five poverty-stricken African

nations on a fact-finding tour. The tour resulted in the creation of the Africa Initiative, a program developed to end starvation on that continent.

King's appearance at the University of Maryland is part of The Distinguished Public Leader Lecture series co-sponsored by: The African American Leadership Program, the Afro-American Studies Program, the College of Behavioral and Social Sciences, the College Park Scholars Program and the CPS Public Leadership Program, the Department of Resident Life, The James MacGregor Burns Academy of Leadership, the Nyumburu Cultural Center and the Omicron Delta Kappa Leadership Honor Society.

## \$15 Million Gift to Enhance Business School

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dents and the business community throughout the state and region."

A 1950 graduate of Maryland's business school, Smith today is president of Charles E. Smith Construction which is best known for development of the Crystal City complex in Northern Virginia. Other mixed use projects developed by the firm include Skyline, Courthouse Plaza, Democracy Plaza and Worldgate. Smith is also co-chief executive officer and co-chair of the board of Charles E. Smith Residential Realty, Inc., a publicly traded real-estate investment trust.

The Smith gift will establish an endowment fund whose proceeds will be used to enhance the academic and research offerings of the business school. Specifically, \$7.5 million will be allocated to establish three endowed chairs; \$1 million for five endowed research professorships; \$3.5 million for endowed graduate student scholarships and fellowships and an endowed Graduate Career Management Center, and a \$3-million endowment for the Dean's Fund for Excellence, which provides support for new initiatives and ongoing programs.

"Brit Kirwan's leaving to become president of Ohio State coincided with my decision to help the business

school make a national and international difference in preparing its students to become the business leaders of tomorrow," said Smith. "I am delighted that the timing allows me to meaningfully express my appreciation for all he has done for my alma mater."

"Like the university, the business school has made tremendous progress. Its academic programs are nationally respected and it has become a regional and national asset. I want to share in the vision to enhance the University of Maryland and the business school in the years to come."

The endowed chairs and professorships will enable the school to attract a cadre of world-renowned scholars to extend the expertise and diversity of the faculty, and together with additional funds for merit based scholarships, will position the school to compete for the top students across the country. The Graduate Career Management Center will help assure the placement of outstanding graduates in those positions where they will have the most profound impact on society.

"Mr. Smith's gift will touch each and every part of the school," says Howard Frank, dean of the business school. "It will provide the foundational support as we work to build on our conventional strengths and to become a leader in integrating technology across the

entire practice of business and management."

Smith has long supported the programs of the University of Maryland and had previously established an endowment to provide funds for its Jewish Studies Program. His philanthropy has also extended to the Holocaust Museum, Hebrew University and the National Gallery of Art.

Active in civic affairs, Smith is president of the National Gallery of Art and a member of the board of trustees of the Brookings Institution and the National Realty Committee. He is also a life member and former president of the Greater Washington Jewish Community Foundation and former chair, Board of Governors, the Hebrew University of Jerusalem.

Smith's gift is a leadership contribution to Bold Vision • Bright Future: The Campaign for the University of Maryland, aimed at raising \$350 million in private support. As part of the campaign, the business school has a goal to raise \$30 million. Smith's gift is the campaign's leadership gift to date.

## Are You a Crook?

### Learn about Internet Copyright Issues

Copyright is a tricky area for faculty, staff and administrators. With the advent of online instruction, the issues have only become more complex.

How does educational fair use apply on the Internet? If classroom use of materials is protected, is electronic use in an online classroom also protected? What are the institutional and individual liabilities when copyright infringement occurs?

Myths and misinformation abound. A timely opportunity to get clarification of these and other sticky copyright issues is available through the interactive seminar, "Am I a Crook? Copyright Issues on the Internet." The seminar takes place Thursday, April 2, from 2:30 to 4 p.m., in room 4400 Computer and Space Sciences Building (also available on Campus Cable Channel 10). Speakers include Georgia Harper of the University of Texas System, Steven McDonald of Ohio State University and Janis Bruwelheide of Montana State University-Bozeman.

These specialists in copyright law, fair use and cyberspace law will address common questions, including:

How can you tell whether material you download from the Internet is copyrighted?

How do you know if you may lawfully include certain materials in an online course?

How does the fair use section of the copyright law pertain to online applications?

What guidelines exist for educational fair use of materials in online courses?

What do institutional policies need to say about copyright and the Internet?

A videotape will be available in Nonprint Media Services following the event. This program is being sponsored by Nonprint Media Services of UM Libraries, the President's Legal Office, and Project NETHics of aITs. For more information about the interactive telecast, see [www.umd.edu/NETHics/event.html](http://www.umd.edu/NETHics/event.html)

## letter to the editor

Dear Editor:

Re: the March 10, 1998 Outlook article on bilingual education.

The findings of this study, that Hispanic children who went through bilingual education over the past two decades are now earning nearly 50 percent less than their peers who received an English-only education, clearly demonstrates that bilingual education programs are not working. Education has traditionally been the ticket, especially for immigrants, to the American Dream; therefore, it is probably true that children who went through these programs did not learn English as well as their peers who attended normal English classes.

To further validate these findings and their profound implications, you should publish some standardized English and academic test scores of the two control groups to establish a correlation between bilingual education programs and decreased English proficiency. From what I've read about bilingual education, especially in California, even the majority of parents of immigrant children oppose bilingual education. The money spent on these programs could be spent elsewhere.

Likewise, perhaps more money should be spent on dialectal English programs such as Black English. Many teachers, studies show, believe that dialectal English speakers are culturally deprived, and consequently have decreased expectations for these students. The final goal is to give students fluency in the high-prestige dialect we call standard English.

Andrew A. Merrick

# Outlook

Outlook is the weekly faculty-staff newspaper serving the University of Maryland campus community. Vice President for University Advancement **Reid Crawford**, Acting Executive Director of University Communications and Director of Marketing **Teresa Flannery**, Executive Editor **Cassandra Robinson**, Editor **Jennifer Hawes**, Assistant Editor **Londa Scott**, Editorial Interns **Kelley Fitzgerald**, **Phillip Wirtz**. Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail [outlook@accmail.umd.edu](mailto:outlook@accmail.umd.edu); fax (301) 314-9344. Outlook can be found online at [www.inform.umd.edu/outlook/](http://www.inform.umd.edu/outlook/)



## Proponents of Change, Dottie Bass and Sangeeta Ray Honored

Dottie Bass calls Sangeeta Ray "my partner in change," and yet the two have never collaborated on a project. But individually both women have focused their time and energy on bringing about change for students and the campus in general.

Their efforts are what earned each of them the 1998 Woman of Color Award. Given annually by the President's Commission on Women's Issue Committee for Women of Color, the award recognizes significant contributions to the campus community. As commission president Nancy Struna noted at the March 12 award ceremony, Bass and Sangeeta, "have made a differ-



Sangeeta Ray

ence for all of us."

Working in the Office of Multi-ethnic Student Education as outreach and programming coordinator, Dottie Bass is naturally involved with any number of minority students, both as a mentor and a role model. But her deep affection for

the university and the people who make up its community, leads her to extend her outreach to other students.

"Dottie is always looking for that thing that others have overlooked," says William Armstrong, president of the Black Faculty Staff Association. Three years ago, noticing there was a group of students going without recognition, Bass spearheaded an initiative to honor students with disabilities for their academic excellence and leadership on campus.

That awards program continues to thrive. And in 1997 she was awarded the John W. King Staff Disability Achievement Award presented by the President's Commission on Disability Issues.

Bass is also the person who noticed that the Clarence Mitchell Building contained not one portrait of the man for whom the building is named. Thanks to Bass's determination and commitment, a portrait of Clarence Mitchell Jr., the distinguished African-American leader affectionately known as "the 101st Senator," now hangs near the front entrance of the Mitchell Building. "Dottie deserves much credit for bringing the contributions of my late father to the attention of many," says Michael Mitchell.

Off campus, Bass is equally committed to community service. As first vice president of the National Coalition of 100 Black Women, Montgomery County chapter, she is responsible for all programming implemented by the coalition. She coordinates the coalition's tutorial program between Westland Middle School, Bethesda-Chevy Chase High School and the University of Maryland. And she works every

Saturday tutoring and mentoring youth in the community at the Rosemary Hills Community Center.

"So many people have listened to me suggest, want, need, desire or demand," says Bass, who sees community service as a given. "My mother instilled community service in her children."

As for the award, Bass says it's a nice pat on the back, "but now it's time to move onto something else." In true Dottie Bass fashion, she's actively engaged in yet another effort: increasing the enrollment of Native American students at the university.

"I've been in this country for 12 years," said Sangeeta Ray at the Woman of Color awards ceremony. "In India, I was defined by the region in which I lived. Here, I'm defined as Indian. Now, I've been defined as a woman of color. But we are all women, no matter what label is placed upon us. I wish for a time when we don't need these categories anymore."

Such convictions are indicative of the priority Ray places on building a race and gender sensitive campus. Since joining the English department faculty in 1990, Ray has been an active and visible member of the campus community, contributing to a variety of projects and initiatives that address issues related to women of color as well as the university's broader diversity goals.

In the English department, the associate professor pushed for the hiring of non-Western and Caribbean literature and languages faculty, and has been actively involved in curriculum development, with an eye toward diversity.

"She has been a steady and articulate voice for issues related to diversity and equity on virtually every major committee in the department," says Theresa Coletti, English department chair. "She has conducted workshops for local high school teachers on teaching Indian literature in English and on Asian-American literature, served as a lecturer for the Indian Student Union, and is an active member of the Coalition for Social Harmony, a group composed of people from the Indian subcontinent

devoted to ending communal violence in India."

In addition, says Coletti, Ray has served on the steering committee of the Women's Studies Program and on the Asian-American, Native American and Hispanic American Task Force.

A extremely popular professor, Ray frequently carries an unusually heavy teaching

load, says Coletti. She also has the distinction of having taught the first Asian American Studies course at the university.

Among the causes she is most noted for, is her effort toward developing an Asian-American studies program on campus. Under her leadership, says Claire Moses, women's studies chair, the program may finally come to fruition.

"Professor Ray has worked long and hard to make this happen," says Moses. "She has worked with students, bringing their concerns to the attention of campus administrators who have not always agreed with them on the structure or size of the program," says Moses. This effort is one more instance of Ray's caring and respect for students, of her work on behalf of students of color, and her intellectual work on behalf of the new scholarship on race and gender.



Dottie Bass

## 1997-98 PRD Cycle Comes to a Close

How have you performed this year? Have you met the criteria, standards and goals set by you, or set collaboratively between you and your supervisor?

The PRD Cycle has now come to a close and supervisors are preparing to evaluate employee performance for the 1997-98 review year. Supervisors and employees will be meeting in the next few weeks to review the past year, and culminate the PRD Cycle with the final performance appraisal, evaluating the expectations and performance criteria that were set.

Some expectations may be day-to-day tasks such as replying to customers, or supervising employees. Some may have been long-range assignments such as a special project or administering a budget. Whatever the form of your expectations, the end-of-cycle review is an opportunity to initiate discussion and interaction between the supervisor and employee during the appraisal meeting.

Development plans are an integral part of the PRD process. The supervisor and employee are both encouraged to discuss opportunities for employee development.

Although traditional "training" is typically the first choice for employee learning, there are many other workplace opportunities for skill development and job growth. In addition to training, research done by the American Management Association has shown that 46 percent of measurable employee development (actual changes in

workplace skills and behaviors) result from the assignment of on-the-job tasks and projects. Supervisors who regularly coach and mentor employees, and provide cross-training opportunities, will usually see the biggest impact on performance and productivity.

The performance review is not only a review of the past year, but also an opportunity to make the transition to the next PRD expectation-setting meeting to chart the path for the upcoming PRD cycle. As the discussion develops, supervisors and employees can focus less on the day-to-day functions of the job, and focus more on the goals and objectives for the coming year—or years.

Much like the "management by objectives" approach used in some organizations, a performance management tool like PRD should be used for long-range planning and measurement. For assistance, all employees and supervisors are encouraged to use the PRD Handbook as a reference guide for any portion of the process. The handbook contains checklists and advice designed to help you through each step.

If you have any questions about the PRD process or related issues, or want an organizational development effort to address workgroup needs, please contact Marvin Pyles, assistant director for organizational development and training in the Personnel Services Department at 405-5686.

—MARVIN PYLES

## College Park Senate News

### Senate Meets, Holds Graduate Student Elections

The next meeting of the College Park Senate is scheduled for Thursday, April 2, 3:15 p.m. in room 0200 Skinner Building.

Beginning April 6, the College Park Senate Office will hold elections for the nine graduate student at-large Senate seats. The elections will be conducted in room 1100 Marie Mount Hall, April 6-9, from 10 a.m. until 4:30 p.m.

The election ballot contains 10 graduate student candidates and one write-in candidate. The Senate Office will provide each voter with a copy of the candidacy statements. A preview of the candidates and their candidacy statements can be found on the College Park Senate Website at [www.inform.umd.edu/CampusInfo/Senate/](http://www.inform.umd.edu/CampusInfo/Senate/)

Faculty and staff are encouraged to share this information with any registered graduate students they know and urge them to become involved and included in the campus policy making by exercising a right to vote. Any questions should be directed to Marty Vitale at 405-1243 or by e-mail at [ms124@umail.umd.edu](mailto:ms124@umail.umd.edu).



# dateline maryland

# march 31-april 6

## 31 March

### Computer Training

9 a.m.-noon. How to Find What You Really Want to Find on the Web. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses.TBA](http://www.inform.umd.edu/ShortCourses.TBA). Computer & Space Sciences Bldg. 5-4261.\*

9 a.m.-noon. Intermediate FileMaker Pro. Day one of a two day class. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses.TBA](http://www.inform.umd.edu/ShortCourses.TBA). Computer & Space Sciences Bldg. 5-4261.\*

6-9 p.m. Internet Technologies: This popular and revised class teaches patrons useful skills in how to transfer documents between your personal computer and remote computer using FTP, all about reading and participation in public newsgroups, subscribing to private discussion groups (Listservs) and attaching documents to e-mail. 3330 Computer & Space Sciences Bldg. 5-2940/2945.\*

### Library Learning

10-11:30 a.m. When is Your Paper Due? A class for the student preparing to research and write a substantial paper, report or proposal in the social sciences. The class is offered in three disciplines: Arts & Humanities, Social Sciences and Science & Technology. Library User Education Services. 4M100G McKeldin Library. 5-9254.

### Lecture

4 p.m. Department of Physics: "Nuclear Magnetic Resonance and Protein Structure," Adriaan Bax, chief, section on biophysics NMR spectroscopy, National Institutes of Health. 1410 Physics Building. 5-5945.

## 1 April

### University Book Center

8:30 a.m.-6 p.m. Gay, Lesbian & Bisexual Book Fair April 1 - 30. 20 percent off all gay, lesbian & bisexual related titles in stock (textbooks excluded). University Book Center. 4-BOOK (2665).

7-9 p.m. BOOK READING by critically acclaimed author, Eric Kraft. University Book Center. 4-BOOK (2665).

### Computer Training

9:30 a.m.-noon. SAS for Windows. Day two of a three day class. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses.TBA](http://www.inform.umd.edu/ShortCourses.TBA). Computer & Space Sciences Bldg. 5-4261.\*

6-9 p.m. Introduction to Microsoft Excel: Learn the power of spreadsheets. You will learn how to enter data and text, perform automatic calculations by creating formulas, save time by understanding and using relative addressing, use pre-built functions, links between data,

autosaving, customized printing, and more. Preferred Prerequisite: Windows 3.1 or 95. 4404 Computer & Space Sciences Bldg. 5-2940/2945.\*

### Lectures

Noon-1 p.m. Phracted Physiology Lecture: "Testosterone Makes You Stupid," William Higgins, associate dean and associate professor of biology, 0106-0114 Testing Room, Counseling Center, Shoemaker Building.

4-5 p.m. Department of Astronomy: "Interactions of Binary Stars and Planets with Disks," Steve Lubow, Space Telescope Science Institute. 2400 Computer & Space Sciences Bldg.

### Library Learning

1-2:30 p.m. Where Do I Start? A class that introduces the basics of finding books and other library materials in VICTOR, the online catalog, and finding journal articles in journal indexes. 3203 Hornbake Library. 5-9254.

## 2 April

### Computer Training

9 a.m.-noon. Intermediate FileMaker Pro. Day two of a two day class. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses.TBA](http://www.inform.umd.edu/ShortCourses.TBA). Computer & Space Sciences Bldg. 5-4261.\*

2-3:30 p.m. Tangled in the Web? An introduction to using the Web effectively, including how to critically evaluate Web sites, as well as highlights of the Libraries' Web resources. Library User Education Services. 4M100E McKeldin Library. 5-9254.

3:30-5 p.m. When is Your Paper Due? A class for the student preparing to research and write a substantial paper, report or proposal in the social sciences. The class is offered in three disciplines: Arts & Humanities, Social Sciences and Science & Technology. Library User Education Services. 4M100G McKeldin Library. 5-9254.

### Training & Development

9 a.m.-noon. "The Stress Mess," If you feel overwhelmed, pressured from many angles and a lack of energy, this interactive class on stress management will help you achieve a sense of control in your life. Stress affects the human mind and body in profound and alarming ways. Learn techniques to manage your time and your reactions to stress from a representative of the university faculty/staff assistance program. 1101U Chesapeake Bldg. 5-5651.

### Lectures

3:30 p.m. Department of Meteorology: "1997/1998 El Niño: Forecasts and Impacts to Date," Ants Leetmaa, Climate Prediction Center, NOAA/NCEP. 2324 Computer & Space Sciences Bldg.

5 p.m. Department of Education Policy, Planning & Administration: Diversity and Inclusion: Toward a Curriculum for Human Beings. Maxine Greene, William Kilpatrick Professor of Philosophy Emeritus, Teachers College. Tyser Auditorium, Van Munching Hall.

## Ancient Chinese Art Form, Beijing Opera, by Mei Baojiu

World-renowned Beijing opera singer and female impersonator Mei Baojiu appears on campus Wednesday April 1, to give a seminar with slides and videos. His presentation is from 3 to 5 p.m. in Skinner Hall Auditorium (room 0200).

Joining Mei is his sister, Mei Baoyue. The event is free and open to the public.

Mei Baojiu's father, Mei Lan fang, was a tremendously famous opera singer, actor and female impersonator decades ago, as was his grandfather before that. Mei Baojiu has followed very ably in these footsteps, from the age of 10 years.

Beijing opera is an art form that dates back 300 years or more. In the 18th century, the emperor Qian Long (Ch'ien Lung) issued an edict forbidding the appearance of women on the stage. This necessitated the employment of handsome young men to portray female theatrical roles, and gave a firm foothold to the profession. Females roles are the most important in Chinese theater, and without a doubt, are the most difficult for a male to perform well.

The tradition of having men portray women's characters continued until recent years, when the government forbade the new generation of actors and actresses to personify roles of the opposite sex. Mei Baojiu is now one of the last of the great female impersonators, and his artistry is all the more unique.

For more information, call 405-0208



### Concert

8 p.m. Madeleine Shapiro, cellist, in a Concert of New Music. She will present Voices, a multi-media evening featuring an exciting mixture of recent works for solo cello introduced by spoken commentary by the composers. Ulrich Recital Hall, Tawes Fine Arts Bldg.

## 3 April

### Training & Development

9 a.m.-noon. "Writing PRD Expectations: A Workshop for Supervisors and Employees." These workshops are designed to be working sessions to assist supervisors, employees or work units to develop PRD performance expectations. The workshop facilitator will work one-on-one with participants to assist them in developing expectations that focus on their specific position and that support the unit and department goals and objectives. Supervisors and employees may choose to attend individually or together. Entire work groups may want to attend together. Because this is a working session, participants may attend for any length of time, depending upon their need. 1101U Chesapeake Bldg. 5-5651.

### Computer Training

9:30 a.m.-noon. SAS for Windows. Day three of a three day class. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses.TBA](http://www.inform.umd.edu/ShortCourses.TBA). Computer & Space Sciences Bldg. 5-4261.\*

### Lectures

2 p.m. Department of Computer Science: TBA, Katia Sycara, Carnegie Mellon University. 1113 A.V. Williams. 4-6761.

2-3 p.m. The Control and Dynamical Systems Invited Lecture Series: "Development of a GPS-Based Tracking System for Missile Test and Evaluation," Larry Levy, Johns Hopkins University.

### Concert

8 p.m. New/Dark Age Ensemble presents a dynamic percussion program featuring the works of world famous composer John Cage. One of the evening's many highlights is David Patterson, Cage scholar and musicologist, who will present each of the works. 5-1150.

## 4 April

### Concerts

2 p.m. The School of Music presents Sylvia Smith with members of the UMBC's New Music Ensemble performing music by John Cage. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

7 p.m. The School of Music hosts the finals of the annual Homer Ulrich Competition. There will be three competitors in each of four divisions: sting, piano, voice and instrumental. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

8-9:30 p.m. Ethos Percussion Group. Four percussion virtuosos perform an eclectic selection of modern and world music on a huge assortment of instruments from around the globe. The Inn and Conference Center, University of Maryland University College. 403-4240.\*

## 5 April

### Concert

4 p.m. The University Chorale performs Mozart's Requiem, Heiliq by Mendelssohn, music by Rachmaninoff, Lvovsky and Tschesnokoff. In addition, the Chorale will perform a set of folk songs including Shenandoah, Simple Gifts and Black is the Color of My True Love's Hair. University Methodist Church. 5-1150.

7 p.m. The School of Music hosts the finals of the annual Homer Ulrich Competition. There will be three competitors in each of four divisions: sting, piano, voice and instrumental. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

## 6 April

### Raising Awareness

Noon-2 p.m. The Clothesline Project Painting Sessions: The Sexual Assault & Abuse Hotline and S.A.F.E.R. (Student Advocates For Education about Rape) are coordinating the 1998 Clothesline Project for the campus. The purpose of the project is to provide women who have been victims of violence a forum for raising awareness and sharing their courage. Each color (although not mandatory) depicts a different form of violence against women. Once collected, the decorated shirts are hung together to represent the overall occurrences of violence towards women.



# april 7 - april 9

## Feel the Beat with Ethos Percussion



The Ethos Percussion Group, one of North America's most active touring percussion ensembles, performs Saturday, April at 8 p.m. at the Inn & Conference Center, University College. The group will perform John Cage and Lou Harrison's Double Music, Marimba Spiritual by Minoru Miki and other works by contemporary composers.

Celebrating extraordinary music-making since 1990, the Ethos Percussion Group is dedicated to advancing percussive arts in performance and education. Whether performing contemporary and traditional musical styles from South America, India, Africa and the Pacific, or works by John Cage and Bach, Ethos delights audiences with eclectic instruments from around the globe. Percussion includes marimba, xylophone, vibraphone, timpani, congas and many others. The ensemble's current season features major performances at Lincoln Center's Alice Tully Hall, Carnegie's Weill Recital Hall, the Philadelphia Museum of Art, the U.S. Military Academy and the American Museum of Art. Recordings include the ensemble's 1996 self-titled debut with works by John Cage, David Hollinden and Paul Smadbeck.

A free percussion workshop (ages 7 and up) will take place the same day from 11 a.m. to 12:30 p.m. The Ethos Percussion Group will perform three selections from its concert repertoire, discuss musical influences and demonstrate performance techniques.

Tickets for the Ethos Percussion Group are \$22 (10 percent discount for faculty and staff, \$9.50 for students). To order tickets or for more information, call 403-4240.



### Computer Training

6-9 p.m. Introduction to Microsoft Excel: Learn the power of spreadsheets. You will learn how to enter data and text, perform automatic calculations by creating formulas, save time by understanding and using relative addressing, use pre-built functions, links between data, autosaving, customized printing and more. Preferred Prerequisite: Windows 3.1 or 95. 4404 Computer & Space Sciences Bldg. 5-2940/2945.\*

9 a.m.-1 p.m. Introduction to UNIX. Day one of three days. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses](http://www.inform.umd.edu/ShortCourses). TBA Computer & Space Sciences. 5-4261.\*

# 7 April

### Training & Development

9 a.m.-4 p.m. "Supervision: The Absolute Basics." As a supervisor, your major challenge may be getting your employees to work together effectively. You also are responsible

for getting individual employees to be productive in their own work. This one-day workshop provides you with tips and techniques for creating more effective teams and employees. 1101U Chesapeake Bldg. 5-5651.\*

### Computer Training

1-4 p.m. Introduction to HTML. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses](http://www.inform.umd.edu/ShortCourses). TBA Computer & Space Sciences Bldg. 5-4261.\*

6-9 p.m. "Introduction to Unix" Discusses the Unix operating system which in its concept and use is the basis of all operating systems today. Discussed are the anatomy of typical Unix commands, the file system, listing files, making directories, creating copies of files, renaming files, aliasing commands, processes and jobs and more. This course will also feature "Pico," an easy and fundamental text editor.

6-9 p.m. "Basic Training." Join the Information revolution: Want to learn how to use your e-mail? Surf the Web? This course teaches you how to do both using "Pine" and

"Netscape" which are the most popular programs in use today. Learn how to read, store, send mail, decipher an e-mail address, plus more. Also learn how to navigate the World Wide Web with ease, understand URLs, bookmarking, efficiency tips and more. 4404 Computer & Space Sciences Bldg. 5-2940/2945.\*

### Library Learning

3-4:30 p.m. Where Do I Start? A class that introduces the basics of finding books and other library materials in VICTOR, the online catalog, and finding journal articles in journal indexes. Library User Education Services. 3203 Hornbake Library. 5-9254.

### Lecture

4 p.m. Department of Physics: "Nuclear Physics Meets the Quantum Hall Effect: Skyrmions, NMR, and Giant Nuclear Specific Heat in Quantum Hall Ferromagnets," Steven Girvin, professor of physics, Indiana University. 1410 Physics Bldg. 5-5945.

### Concert

8 p.m. Symphonic Wind Ensemble with conductor John Wakefield. Grand Ballroom, Stamp Student Union. 5-1150.

# 8 April

### Lectures

Noon-1 p.m. The Counseling Center: "Speaking in Forbidden Tongues: Issues of Sex, Politics and Class Among College Students," David Whitcomb, psychology intern, Counseling Center. 0106-0114 Testing Room Counseling Center, Shoemaker Bldg.

4-5 p.m. Department of Astronomy: "The Perseus Spiral Arm of the Galaxy," Mark Heyer, FCRAO, University of Massachusetts. 2400 Computer & Space Sciences Bldg.

### Library Learning

1-2:30 p.m. Tangled in the Web? An introduction to using the Web effectively, including how to critically evaluate Web sites, as well as highlights of the Libraries' Web resources. 4M100E McKeldin Library. 5-9254.

4 p.m. The Learning Center: The Group That Plays Together Stays Together. This hands-on program will encourage you to creatively think about the ways individuals in your organization and your whole team can benefit from experiencing the wealth of opportunities in the Union's Recreation Center Art and Parent's Association Gallery. The Office of Campus Programs. Art Center/Rec Center, Stamp Student Union. 4-7174

### Concert

7:30 p.m. The Second Annual Invitational Jazz Showcase with conductor Chris Vadala. Features local high schools. Colony Ballroom, Stamp Student Union.

### Computer Training

9 a.m.-1 p.m. Introduction to UNIX. Day two of three days. Course description and registration via the Web at [www.inform.umd.edu/ShortCourses](http://www.inform.umd.edu/ShortCourses). TBA Computer & Space Sciences. 5-4261.\*

6-9 p.m. "Advanced HTML" A concept- and feature-packed lesson: use "frames" as a design element in web pages, spruce up that page by creating animated graphics right on your page, learn how to use a graphic as a jumping off point to the rest of your pages or the WWW using "ImageMaps" and more.

### University Book Center

7-9 p.m. Writer's Here and Now present readings by National Book Award finalist, Madison Smartt Bell and Pen/Faulkner Prize winner, David Bradley. University Book Center. 4-BOOK (2665).

# 9 April

### Training & Development

9 a.m.-noon. "Interview the Applicant." Instruction will be given on planning, preparing and conducting an objective interview with a focus on techniques to be in compliance with campus, state and federal requirements on Equal Employment Opportunity, Affirmative Action and other applicable employment laws. 1101U Chesapeake Bldg. 5-5651.

### Computer Training

4-7 p.m. "Windows 95" Introduces the world's most popular operating system and how to use its desktop and file management system. Tasks covered include understanding desktop components, finding files, changing filenames, copying and moving files and more. 4404 Computer & Space Sciences Bldg. 5-2940/2945.\*

4-7 p.m. Internet Technologies: This popular and revised class teaches patrons useful skills in how to transfer documents between your personal computer and remote computer using FTP; all about reading and participating in public newsgroups, subscribing to private discussion groups (Listservs) and attaching documents to e-mail. 3330 Computer & Space Sciences Bldg. 5-2940/2945.\*

### Lecture

5:15 Department of Materials and Nuclear Engineering: "Reliability-Based Provisions for Wind Loading of Structures," Emil Simiu, NIST. 1100 ITV Building.

### Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405-. Events are free and open to the public unless noted by an asterisk (\*).

All calendar information for Outlook is downloaded directly from inform's master calendar, located on the Internet at [www.inform.umd.edu](http://www.inform.umd.edu).

Submissions to inform can be made by e-mail to: [calendar@umail.umd.edu](mailto:calendar@umail.umd.edu). To reach the inform calendar editors by phone, call 405-0825.



# Diversity: It's Your Future

## April Focus on Diversity

### Ongoing Events in April:

April 1 - 30, University Book Center, Lower Level, Stamp Student Union Gay, Lesbian & Bisexual Bookfair. 20 percent off all gay, lesbian & bisexual-related titles in stock (textbooks excluded). Contact Ron Jett, 314-BOOK (2665), rj12@umail.umd.edu.

April 19-April 25 is *Pride Week*. The following events are being offered:

**April 19, 6 p.m., Hoff Theatre**  
Pride Week Inaugural: Presentation of "Fire" (1996), a feature film by Deepa Mehta, dealing with women, marriage, Indian traditions, love and lesbianism. Co-sponsored by the Lesbian, Gay and Bisexual Association, the Asian American Student Union, the Theatre department, the Women's Circle and United Cultures. Free. Contact Ed Chang, eyc@worldnet.att.net, 625-0361 or LGBA office, 314-8347.

**April 20, 9 a.m.-5 p.m., Visibility Day, Stamp Student Union Lower Entrance**

Free resources about lesbian, gay, bisexual, transgendered and allied student's issues. Pride Week information also will be available. Contact Ed Chang, eyc@worldnet.att.net, 625-0361 or LGBA office, 314-8347.

**April 21, 11 a.m.-1 p.m., 1143 Stamp Student Union**

Pride Day. A "What Is Pride?" brown bag discussion will be held to discuss issues of lesbian, gay, bisexual, and transgendered visibility, acceptance, and affirmation. Free. Contact Ed Chang, eyc@worldnet.att.net, 625-0361 or LGBA office, 314-8347.

**April 22, 7-9 p.m., 0220 Jimenez Hall**

Queer Voices Day. Jessica Xavier, a well known and vocal advocate of transgendered issues, and another guest speaker will discuss the queer community and queer pride. Free. Contact Ed Chang, eyc@worldnet.att.net, 625-0361 or LGBA office, 314-8347.

**April 24, 11 a.m.-1 p.m., 1137 Stamp Student Union**

Relationships Day. A "Gay Love and Relationships" brown bag discussion will be held to discuss issues of meeting, dating, loving and lasting in gay relationships. Free. Contact Ed Chang, eyc@worldnet.att.net, 625-0361 or LGBA office, 314-8347.

**April 25, 8 p.m.-12:30 a.m., 2111 Stamp Student Union**  
"Celebration Day/Freedom Party," a catered social, dance party, and Pride Week grand finale. All are welcome. Free. Contact Ed Chang, eyc@world-

net.att.net, 625-0361 or LGBA office, 314-8347.

### April's Diversity Calendar of Events:

**April 1, 7 p.m., 2123 Susquehanna Hall**  
"Gay Culture in Argentina," a lecture presented by Carlos Shroder of the comparative literature. Sponsored by the Graduate Lambda Coalition (GLC), the campus group for gay, lesbian, bisexual and transgendered graduate students and our allies. Contact Liora Moriel, lioram@wam.umd.edu, 405-2853.

**April 1, 2 p.m., Grand Ballroom Lounge, Stamp Student Union**  
The "Outstanding Woman of the Year Award" will be presented by the President's Commission on Women's Issues. Contact Susan Bayly, 405-4945.

**April 2, 5 p.m., Tyser Auditorium, Van Munching Hall**

"Diversity and Inclusion: Developing Our Humanity," a lecture presented by Maxine Greene, emeritus professor of philosophy of education and director of the Center for Social Imagination at Teachers College. Free and open to the public. A reception will follow. Sponsored by the Center for Education Policy and Leadership, education policy, planning and administration. Contact Steven Selden or Barbara Finkelstein, 405-3574.

**April 2, 7 p.m., Atrium, Stamp Student Union**

"Child Welfare Issues in African-American and Hispanic Communities," the fourth multi-culturalism and education lecture, presented by Ruth Zambrana, director, Center for Child Welfare, George Mason University. Free and open to all. Contact Valencia Skeeter, vskeeter@bss2.umd.edu, 405-1167.

**April 6, 8-11 p.m., Hoff Theater, Stamp Student Union**

"Cultural Explosion," a cultural show produced by students living in Dorchester International House. Contact Tess Shier, tshier@umdstu.umd.edu, 405-0569.

**April 6, 8-10 p.m. Colony Ballroom, Stamp Student Union**

Scott Fried: A Lecture on Love, AIDS and Staying Alive. Sponsored by the Jewish Student Union and others. Contact Tess Shier, tshier@umdstu.umd.edu, 405-0569.

**April 7, 4:30 p.m., Ulrich Recital Hall, Tawes Theatre Building**  
Japanese Classical and Traditional Dances. Directed by and featuring Onoe Kikuyuki and the Washington, D.C., Kikuyuki No Kai. Contact Lindsay

Yotsukura, ly26@umail.umd.edu, 405-0039.

**April 7, 3:30 p.m., 1119 Susquehanna Hall; 7:30 p.m. University Book Center**

Symposium on science fiction by Women, with scholar-critic Marleen Barr and authors Rebecca Ore and Severna Park, who will read from their novels. Lecture at 3:30 p.m. by Barr; reading, reception and book signing at 7:30. Free and open to the public. Contact Jane Donawerth, jd32@umail.umd.edu.

**April 8, 7 p.m., Nonprint Media Center, 4205 Hornbake Library**

FRESA Y CHOCOLATE (Strawberry and Chocolate), an award-winning film and the first Cuban film to deal with the subject of homosexuality in the post-revolution era, will be presented by Comparative Literature professor John Hess. Sponsored by the Graduate Lambda Coalition, the campus group for gay, lesbian, bisexual and transgendered graduate students and our allies. Contact Liora Moriel, lioram@wam.umd.edu, 405-2853.

**April 9, 6-8 p.m., Multipurpose Room, Nyumburu Cultural Center**

"Living in a Multicultural Society," a lecture by Kevin Powell, a former cast member of MTV's "The Real World." Sponsored by the National Association of Black Journalists and others. Contact Tess Shier, tshier@umdstu.umd.edu, 405-0569.

**April 10, 3 p.m., Nyumburu Cultural Center**

"Photographing the Diaspora," a lecture and exhibit opening. Charles Martin of Queens College in New York will present his photographic works focusing on the African Diaspora. The exhibit will remain until Friday, April 24. Sponsored by the Committee on Africa in the Americas. Contact Cerue Diggs, 405-6835 or 405-7856.

**April 15, 7 p.m., Room R, Nonprint Media Center, 4205 Hornbake Library**

"The Incredibly True Adventures of Two Girls in Love" will be presented by the Graduate Lambda Coalition, the campus group for gay, lesbian, bisexual and transgendered graduate students and our allies. Free. Contact Liora Moriel, lioram@wam.umd.edu, 405-2853.

**April 16, 12 p.m.-5 p.m., Stamp Student Union, Grand Ballroom**

International Student Council's International Food Festival. Sponsored by the Department of Physical Plant. Contact Yolanda Padon, ypadon@umdacc.umd.edu.

**April 17, Tydings Lecture Hall, University of Maryland University College Inn and Conference Center.**



Legacy of Ghandi, a weekend-long program of sessions and speakers, including special guests from India. The evening of April 18 there will be an Indian Student Association Cultural Show. Contact Tess Shier, tshier@umd-stu.umd.edu, 405-0569.

**April 17, 3-5 p.m., 0106 Frances Scott Key Hall**

"African and African-American Ethnic Diversity: Historical and Contemporary Perspectives on the Construction of Black Identities," a symposium and lecture in honor of Marie Perinbaum. A reception will follow. Sponsored by the Committee on Africa in the Americas. Free. Contact Cerue Diggs, 405-6835 or 405-7856.

**April 19-26 is National Volunteer Week. Community Service Programs, 1195 Stamp Student Union**

Learn how you can get involved in community service on campus or in the community. Also stop by the Community Service Programs table in the Union on Tues., April 21, or outside on Wed., April 22, to pick up information on volunteering with diverse populations. Contact Megan Sussman, msussman@accmail.umd.edu.

**April 21, 3:30-5:30 p.m., Atrium, Stamp Student Union**

"Census 2000 and the Redefinition of Race and Ethnicity," a panel discussion. Panelists include Claudette Bennett, Bureau of the Census; Judith Lichtenberg, Department of Philosophy; Joel Perlman, Bard College. Sponsored by the department of sociology. Free. Contact Cerue Diggs, 405-6835 or 405-7856.

**April 22, 7 p.m., Room R, Nonprint Media Center, Hornbake Library**

"Safe," Tedd Haynes' latest film, will be presented by the Graduate Lambda Coalition Film Club. Comparative Literature instructor and much-published author/editor Seth Silberman will preface the film with a talk titled, "Limiting Queer Theory/Filmmakers: Why Todd Haynes' Queer Film is Never SAFE." Free. Contact Liora Moriel, lioram@wam.umd.edu, 405-2853.

**April 23, 3-5 p.m., Location TBA**  
"The Talented Tenth and Prison Intellectuals," a symposium and lecture



Kevin Powell



sponsored by the Committee on Africa in the Americas. Free. Contact Cerue Diggs, 405-6835 or 405-7856.

**April 23, 3 p.m., Marie Mount, Maryland Room**  
President's Annual Disability Achievement Awards Program and Reception. Contact Lida Larsen, Lida\_L\_LARSEN@umail.umd.edu.

**April 28, 7 p.m., Auditorium, Van Munching Hall**  
"The Architecture of Healing: A Proposal for the United States Slavery Museum and How Museums Became Reality." Panelists/Speakers: Richard Smith II, associate, American Institute for Architecture (AIA); Stephen Newsome, Center for Folklife, History and Culture, Smithsonian Institute; Jan Scruggs, founder, Vietnam Veterans Memorial. Sponsored by Potomac Valley Chapter of AIA. Free. Contact Lloyd Unsell, 588-7095.

**April 29, 3-5 p.m., 1122 Jimenez Hall**  
Oral History Panel: 1997 Summer Research and Travel Grant Recipients. Panelists include Michele Oforan, English; Tracy Armstrong, Sociology; Doug Bristol, History. Free. Contact Cerue Diggs, 405-6835 or 405-7856.

**April 29, 7 p.m., Room R, Nonprint Media Center, Hornbake Library**  
"Watermelon Woman," this semester's final Graduate Lambda Coalition Film Club presentation. Presenter: Bryan Hantman, department of comparative literature. Free. Contact: Liora Moriel, lioram@wam.umd.edu, 405-2853.

**May 2, 0200 Skinner Building**  
"Orality and Sociopolitical Thought in Africa," a lecture by Ngugi wa Thiong'o. Sponsored by Committee on Africa in the Americas and College Park Scholars International Studies. Free. Contact Cerue Diggs, 405-6835 or 405-7856.

To place your event in May's "Focus on Diversity" calendar, e-mail information to Virginia Rodino at rodino@wam.umd.edu or call 405-2838 no later than April 23. Priority will be given to events that focus on issues of age or disability.

*Calendar brought to you by the Diversity Initiative Steering Committee.*

## Week in April Celebrates Student Employees

The University of Maryland celebrates National Student Employment Week April 5 to 11. The Career Center began sponsoring this annual campus event in 1995 to enhance awareness of student employment and its important role in the higher education experience, recognize students who work while attending college and thank the employers who hire them.

During National Student Employment Week (NSEW), an outstanding employer of the year and outstanding student employee of the year will be honored at an awards ceremony. Nominees were selected by student employees as well as on- and off-campus employers.

Information on National Student Employment Week can be accessed from the Career Center's web site at <http://www.careercenter.umd.edu>.

The following is a list of National Student Employment Week events

### Monday, April 6 NSEW "Kick-off Day"

10 a.m. to 1 p.m.

- Artium, Stamp Student Union*
- ☐ Refreshments, prizes/gifts, raffle
  - ☐ Student employment program information
  - ☐ University of Maryland employers recruiting student employment graffiti board

### Tuesday, April 7 9 a.m. to 4 p.m.

*Stamp Student Union*

- ☐ Refreshments, door prizes
- ☐ Pick up information on student employment opportunities and Career Center services
- ☐ Share your thoughts about student employment by answering questions on the student employee graffiti boards
- ☐ Employers recognize and thank University of Maryland students campus wide.

### Wednesday, April 8 10 a.m. to 1 p.m.

*Prince George's Room*

*Stamp Student Union*

- ☐ Customer Service Training
- ☐ Enhancing Employment Skills

### Thursday, April 9 2 to 3:30 p.m.

*Colony Ballroom*

*Stamp Student Union*

- ☐ 1998 Outstanding Employee & Employer awards presented
- ☐ All student employee and employer nominees and nominators invited to attend
- ☐ All nominees receive certifi-

cate of recognition

Winning student employee receives a plaque and scholarship. Additional scholarships will go to outstanding on-campus part-time, off-campus part-time, internship and cooperative education students.

Winning employer receives a plaque, gift certificates from area employers and a luncheon for two.

*Additional student employment events to stay tuned for include:*

"Do the Right Thing...Leadership at Work" Conference

Saturday, April 18  
9 a.m. to 2 p.m.

*Van Munching Hall*

Sponsored by Conference and Visitor Services

For students and managers

Cost: \$10 per person includes breakfast, snack break and registration materials

Call 314-7884 for more information

Spring Job Fair

Thursday, April 23  
10 a.m. to 3 p.m.

*Cole Field House*

This fair provides an opportunity for students to meet with and gather information from up to 180 employers from corporate, government and non-profit sectors to discuss possible full-time, part-time internship, co-op and summer job opportunities.

For employer information, access TERP Online from the Career Center's web site at <http://www.careercenter.umd.edu>.

## Global Justice Conference Addresses International Activism

The Academy of Leadership is co-sponsoring the fourth annual national conference on "Working for Global Justice: Careers and Activism in International Development," April 3-5. Five-hundred students and faculty are expected to attend the three-day seminar.

The conference is directed at persons interested in activism and volunteer work on an international level. It will include professionals from all areas in the field, including technical and educational views.

"Many people have no idea how to go about getting a job in the development field," says Shaun Skelton, director of Visions in Action, the conference co-sponsor. "This conference will show them what opportunities are out there, what the jobs entail and what it takes to get them."

Activities will include a panel, workshops, film festival, resume critique and reception. Non-government organizations also will be present to offer their resources to attendees. Bobby Muller, president of the Vietnam Veterans of America Foundation and co-recipient of the 1997 Nobel Peace Prize will present the keynote address.

Most events take place in the Art/Sociology Building. The lecture, however, takes place in the Zoology/Psychology Building.

According to Visions In Action, a local nonprofit organization, the lack of jobs in the field makes the resources presented in the weekend very valuable for those attending.

International development is, according to a Visions in Action worker, "trying to make the world a better place without focusing on America." It includes looking at world issues, particularly economic issues.

For more information on the event, contact Visions In Action at (202) 625-7402.



## Fax Delivery of Articles Now Available to Faculty

The University Libraries are subsidizing for faculty the fax delivery of articles not found in journals held by the Libraries. Articles from most of the journals are available by fax within 24 to 48 hours.

This new service is available from UnCover, file 76, in the Libraries online public access catalog, VICTOR. UnCover indexes nearly 17,000 periodicals in its database and is still growing. More than 5,000 citations are added daily.

To use subsidized article delivery, faculty must have access to a fax machine and their barcode must be activated to provide access to library services. The barcode can be activated at the circulation desk of any of the University of Maryland libraries.

In addition to the subsidized ordering, faculty also have access to the REVEAL service of UnCover which offers regular delivery of tables of contents from current journals directly to an e-mail address. Up to 50 journal titles and up to 25 author and keyword searches can be stored for weekly matching against new UnCover holdings. A REVEAL profile is set up within the subsidized account.

This new service can be checked out by logging on to the University Libraries homepage (<http://www.lib.umd.edu/UMCP>) and selecting Electronic Resources, Article Delivery (Pilot).

For the remainder of the spring semester, faculty are encouraged to participate in this pilot project and send their comments to Terry Saylor at [ts6@umail.umd.edu](mailto:ts6@umail.umd.edu).

## FOR YOUR INTEREST

### National Volunteer Week Focuses on Youth

Community Service Programs announces the 10th annual National Youth Day on April 21. The day is the largest single day of service in the world. Throughout the last nine years, millions of hours of service have been performed on this day.

Individuals are encouraged to stop by Community Service Programs, 1195 Stamp Student Union, or visit its tables in the Union on Tuesday, April 21, or Wednesday, April 22. Handouts, resources and Community Service Programs staff will be available to help interested individuals learn more about service opportunities.

### Spring Race

The Maryland AFROTC program is sponsoring a 5K Race for the Gold on Saturday, April 4. Enjoy a 5K run/walk around campus with a start and finish about service opportunities.

### Spring Race

The Maryland AFROTC program is

variety of art historical topics at the National Gallery of Art, West Building Lecture Hall.

Both the lecture and sessions are free and open to the public. For information, contact Kathy Canavan at 405-1487.

### Art of East Asia

The Parents' Association Gallery hosts the "East Asian Calligraphy and Painting Exhibition," April 8 to May 22. The exhibit is part of the International Conference on East Asian Calligraphy Education, held April 10 and 11.

Artist from China, Japan, Korea, Taiwan, Hong Kong, Singapore Canada and the United States will be in attendance. The exhibit offers an opportunity to view both traditional and contemporary calligraphy work at its best.

The Parents' Association Gallery is open Monday through Saturday from 10 a.m. to 6 p.m. For more information and the United States will be in attendance. The exhibit offers an opportunity to view both traditional and contemporary calligraphy work at its best.

### Clark Elaborates on the Construction of the MCI Center

This evening, at 6 p.m., Clark Construction presents "Design and Construction of the MCI Center in Washington, D.C.," in the Judith A. Resnik Lecture Hall, 1202 Engineering Classroom Building.



The MCI Center is a one-million-square-foot, 20,674-seat arena, built above the Gallery Place Metro stop in Washington, D.C., and is the new home of the NBA Washington Wizards basketball team and NHL Washington Capitals hockey team. Clark served as the general contractor and managing partner of this design/build project.

Arrive early for the lecture as seating is limited. Reception to follow presentation.

For more information, contact Christine Wilkerson, at 405-0315.

deadline from March 30).

The original application, 10 copies of each application, and accompanying documents must be submitted to

For more information, contact Christine Wilkerson, at 405-0315.

invited to attend.

For more information on the series, please refer to:  
<http://www.nss.org/apollo/> or

deadline from March 30).

invited to attend.